

April 2023 Nelson Report



UPCOMING EVENTS & ANNOUNCEMENTS

Staff Recognition Day

- Thank you to staff who attended Staff Recognition Day. Staff Senate enjoyed seeing staff support each other, have fun playing games, and enjoying great food and conversation.

Staff Senate Elections

- If you have ever considered being a senator, now is the time to act! Thanks to legislation passed by Staff Senate in FY22, Classified Staff members can serve as a senator in a seat outside of their college or division. Nominations for Senators close Friday, April 28th.

Food Security Taskforce at the University of Wyoming

- The food pantries on campus will be receiving meat from the UW upcoming meat sale to be added to the available items within their cabinets (or in this case freezers) in the upcoming months. If you are a food pantry coordinator interested in obtaining meat for your food cabinet please contact Meghan Monahan at mmonaha1@uwyo.edu.

ADMINISTRATION REPORTS

Academic Affairs – Vice Provost for Online & Continuing Education Matt Griswold

A. Office of Enrollment Management

- a. The Vice Provost of Enrollment Management works with Admissions, Records, the Registrar, Scholarships, Financial Aid, and Transfer Services. The best part is welcoming the newest Cowboys and Cowgirls to the University.
- b. Vice Provost Moore shared highlights from the latest recruiting cycle and the contributions of staff across campus. A group of recruiters from Enrollment Management goes across the country to represent UW. In the last year, recruiters went to 24 different states physically. Contacts were developed through high school visits, potential student visits to campus with 4,000 visiting on special event days, and an additional 3,000 visiting during one-on-one campus tours. Enrollment Management works with ACT, SAT, Niche, and other databases for students to interact with for information about higher education. On an annual basis, UW works with 150,000 individual contact points and then narrows that down. This year 1,627 new students were admitted with a large majority being from Wyoming. Fall 2022 had the second highest number of Wyoming students ever enrolled.
- c. Every high touch point of contact with students is critical to their success and the success of the University.

Division of Budget and Finance – VP of Budget & Finance Alex Kean

- A. The State Legislature appropriated slightly above \$12 million dollars to UW for FY24 raises. The Compensation Working Group continues to meet to review allocation methodology. The plan will be submitted to the Board of Trustees for approval at their May meeting with raises being implemented in July for staff.
- B. New market data will inform allocation. The Task Force is using a program called Market Pay which is produced by PayScale. Allocations will be implemented through Deloitte study. The allocation from the State Legislature includes funding to bring vacant positions up to market value or near market value to attract and retain employees and reduce turnover.

Division of Operations – VP for Campus Operations Bill Mai

- A. Update on Campus Operations: The parking garage should be operational in July. The parking lot north of the Engineering Education and Research Building is awaiting determination factors from city before it's opened to UW employees for parking.

Human Resources – Deb Marutzky – Manager, Talent Acquisition

- A. Deloitte Classification and Compensation Study advances continue to be made with input from governing bodies.
- B. WyoCloud strides have been made in stabilizing and optimizing functionality. Updates in technology affecting HR and HCM will be shared with campus.
- C. Reminder to WyoCloud Deep Dives the third Thursday of each month. Look for email notifications regarding topics.
- D. New employee orientations occur weekly in the Human Resources Conference Room, Hill Hall Room 356 to assist new employees and promote I-9 compliance.
- E. Currently, there is no staff hiring freeze.

Office of Governmental Affairs and Community Engagement-Mike Smith-VP of Governmental Affairs, Community Engagement

- A. The Legislative Management Council met in late March after the Legislative session ended to plan for interim work which occurs between April and December. Some of the meetings will be held on the UW Campus.

STAFF SENATE UPDATES

A. Staff Senate Special Guests: Freedom of Expression Special Guests

- a. Tasked by President Seidel, the Taskforce contains 20 members and has faculty, staff, and ASUW representation. It aims to develop guiding principles for issues involving freedom of expression and civil discourse and dialogue.
- b. The taskforce is meeting with ASUW, Faculty Senate, Staff Senate, Deans and

Directors, and Trustees as well as external stakeholders throughout the state.

c. Taskforce has three subcommittees: one for developing statement of core principles, one for how to operationalize on level of policies and procedures on campus on communicating principles, and one for giving everyone the tools to practice discourse and constructive dialogue. The recommendations will be based on the principles.

d. If staff have questions about the taskforce, they may contact Dr. Aiken and Dr. Martha McCaughey.

B. President Nichols has formed two new working groups. The University Regulation 1-3 Revision Working Group will be co-chaired by Staff Senate Parliamentarian Carrie Gomez and VP Hall and comprised of Senators, Faculty Senate, and ASUW to ensure continuity with recommendations to the Board of Trustees in June or July meeting. Senator Comeau and Human Resources will co-chair a Working Group to provide recommendations for structural improvements for efficient operation of Staff Senate. The three goals are defining Staff Senate's mission and scope of authority, Staff Senate's internal leadership structure and distributed responsibilities, and Staff Senate's internal processes and committee of the whole's procedures. A recommendation should be reached by June 7, 2023.